

HSS/Labor Union Working Groups
Integrated Approach Matrix to Identified Topical Issues/Interests

PRIMARY ISSUES/ CONCERNS	AFL-CIO MTD	BCTD CPWR	IABSORIW	IAFF	IBEW	IGUA	IUOE	OPCMIA	SMWIA	USW
TRAINING <ul style="list-style-type: none">HAMMER modeledRequirement standardization site-widePrevention; risk assessment; broader based/co-located trainingOne size does not fit all SMWIA - Lead Support: Metal Trades Department AFL-CIO, BCTD CPWR, IAFF, IGUA, IUOE, OPCMIA, USW	Support <ul style="list-style-type: none">A strong proponent of HAMMER-modeled trainingExpressed concern about inconsistencies between contractors with regard to safety training requirements	Support <ul style="list-style-type: none">Research & training arm for the building /construction tradesTremendous resource for training materials and staff	<i>4th most dangerous occupation, Iron Workers are cognizant of demographics /statistical trends (fatalities) that directly impact improvements to health & safety program development, and insure training needs and requirements are met.</i>	Support <ul style="list-style-type: none">6 year member of the HAMMER Steering Committee; an advocate of the DOE/NIEHS funding has been critical to offering effective HAZMAT training to fire fighters.An advocate of the HAMMER training facility; proposes the HAMMER facility has great value in not only meeting, but exceeding worker training needs	<i>Has a strong training capability [within National Joint Apprenticeship Training Committee and National Electrical Contractors Association programs, as well as through the CPWR; one size does not fit all; IBEW wants to work with DOE in ensuring consistency in response and compliance to worker health and safety training requirements.</i>	Support <ul style="list-style-type: none">Concerns regarding varied interpretation of training requirementsLack of management response to challenges unique to protective force / DBT	Support <ul style="list-style-type: none">Expressed interest in development of HAMMER modeled trainingConducts all of the HAZMAT training at both DOE and non-DOE sites	Support 2-5-08 letter to HSS Construction Workers Safety Program <ul style="list-style-type: none">comparing curriculumdetermining equivalencyfill training deltaseliminate project delaysredundant trainingapplied training	Lead Strongly supports standardized training requirements <ul style="list-style-type: none">SMOHT Training and Resource Centerfocus on uniform trainingworking on training curriculum to respond to aging workforceHAMMER modeled training	Support <ul style="list-style-type: none">Actively supports beyond compliance safety trainingNeed for broader based/co-located trainingHas established education center: Tony Mazzocchi Center for Health, Safety and Environment EducationAccess issues - training on official time
SAFETY STANDARDS <ul style="list-style-type: none">Site-wide implementation consistencyClearer expectations Metal Trades Department AFL-CIO - IBEW - Support OPCMIA - Support	Lead <ul style="list-style-type: none">Inconsistencies among contractors; multi contractor site challenges				Support <ul style="list-style-type: none">Worker safety performance impacted by<ul style="list-style-type: none">unclear rules expectationsinconsistent interpretations and implementationIBEW "State of the Union" campaign<ul style="list-style-type: none">workers are provided rules and directions for implementation.			Support Concerned about onsite and transient workforce that is faced with inconsistent interpretation and implementation of h&s requirements that jeopardizes the safety of workers.	<i>Supports site-wide consistency in safety standards for construction and metal trades, production, maintenance and operation crafts throughout DOE with particular focus related to new technologies.</i>	
10 CFR 851 Site-wide consistency <ul style="list-style-type: none">ImplementationTrainingEnforcement USW - Lead IABSORIW - Support IGUA - Support IUOE - Support BCTD CPWR - Support		Support <ul style="list-style-type: none">Some contractors lagging in Rule implementationProposes expanded Rule training for workersInterest in feeding into existing self-reporting process through the HSS Enforcement Office	Support Proposes standardized hands-on training DOE Training group to standardize <ul style="list-style-type: none">851 curriculumtraining formatdelivery statewidewill assist in implementation		<i>Lack of consistency in implementation; requirements not well communicated to the workers; lack of follow-up by DOE to ensure compliance; workers (unions) not involved in Rule development through implementation</i>	Support Concerned about how disputes among contractors are handled regarding implementation, particularly if workers serve multiple organizations	Support IUOE HAZMAT Program <ul style="list-style-type: none">conducts all h&s training at both DOE and non-DOE sitesa cooperative agreement with DOEhas been responsible for training almost 30,000 from 9/2006-5/2007.	<i>Requests the support of DOE/HSS in ensuring standardization of 851 training and implementation requirements site to site and by all contractor workforces.</i>	<i>Is working to insure SMWIA workers are 851-compliant and encouraging contractors to view compliance requirements as a build-on to existing OSHA requirements. Noted that sub-contractors need to be brought to the table in these efforts</i>	Lead Gap Analysis Survey <ul style="list-style-type: none">proactive efforts to determine 851 contractor implementation at INL, WIPP, Portsmouth, OR and Hanford USW is: <ul style="list-style-type: none">developing Rule trainingtaking steps to better communicate;has offered to assist DOE in developing and getting Rule training up and running
CENTRAL WORKER DATA <ul style="list-style-type: none">Transient/dynamic workforceOccupational qualificationsMedical monitoringH&S requirements metTrack site-to-site BCTD CPWR - Lead IUOE - Support OPCMIA - Support SMWIA - Support		Lead <ul style="list-style-type: none">Problem of tracking worker data in a dynamic workforce needs to be addressed in the areas of occupational qualifications, training, fitness for duty, etc., and to insure health and safety requirements are being met.	<i>Proposes the need for a national database to track worker data site to site; particularly interested in medical monitoring of workers Be exposure.</i>				Support HAZMAT Program <ul style="list-style-type: none">houses worker demographics in a national training databasehave investigated Smart Card technologies for compatibilityIUOE is looking to expand current worker data systems for potential use at all DOE sites	Support 2-5-08 Letter to HSS Support effort with HSS for complex wide system that <ul style="list-style-type: none">allows transportability of worker training and qualificationsmonitors exposuresencourages and supports reciprocity	Support Currently Investigating Smart Card Pilot <ul style="list-style-type: none">DuPont facility in WV conducted by PACErecommends development and conduct of a DOE pilot	
FORMER WORKER/ ENERGY COMPENSATION PROGRAMS <ul style="list-style-type: none">Timely compensationImprove process BCTD CPWR - Lead Metal Trades Dept. AFL-CIO - Support IABSORIW - Support USW - Support	Support Current system is inadequate, strongly encourages active engagement of DOE/HSS in resolving former worker compensation issues	Lead <ul style="list-style-type: none">Actively engaged in FWPcurrently has a lead role in union interface with HS-10 in FWP and EEIOPA	Support Particular interest <ul style="list-style-type: none">medical monitoring of illness, injury exposure (Be)inadequate documentation/ verification for timely compensation		<i>Actively engaged in work with CPWR; recognition of focus on Employees Compensation Program</i>					Support Dedicated FWP support <ul style="list-style-type: none">USW Queens College WHPP Program and FWP Programengaged, knowledgeable, focused effortinterest in Be exposure limit revisior
REPORTING CAIRS <ul style="list-style-type: none">Improved accuracy of dataImproved collectionEnhanced utility BCTD CPWR - Lead IABSORIW - Support USW - Support		Lead University of TN Study-ideas on improvements to <ul style="list-style-type: none">data formsmethods of collectionenhancement to improve accuracy and utility	Support <ul style="list-style-type: none">Cognizant of demographics and statistical trends that directly impact training, recruitment and h&s program improvement needsIron Workers - 4th most injury vulnerable tradeUtilize data to assess improvement needs		<i>Cognizant of injury statistics utilized to identify training needs.</i>					Support Focus on analysis <ul style="list-style-type: none">root causesystems approach to preventionneed to meet challenges of near term demand for skilled crafts peopleinstitutionalization that would survive changes in leadership
AGING WORKFORCE <ul style="list-style-type: none">Succession planningEnsure training requirements/needs for experienced workforce IBEW - Lead IGUA - Support IUOE - Support SMWIA - Support IAFF - Support			<i>Is focused on incentivization efforts (IABSORIW locals are incentivized to attract and recruit new workers); and improvements to ensure training needs and requirements are met by aging workforce</i>	Support <ul style="list-style-type: none">Concerns about an aging workforcePhysical demands of trades with impacts on retirement qualificationIncentivization to maintain skilled workforce	Lead Succession Planning <ul style="list-style-type: none">Focus on analyzing gaps left by attritionWorking to maintain institutional knowledge and cross training needs	Support <ul style="list-style-type: none">Concerns about utilization/transfers of experienced workforce re: Surplus Nuclear Materials consolidation effortsProtective force should be included in planning through implementation	Support Concerns <ul style="list-style-type: none">Loss of institutionalization of construction and building trades' skillsIncentives/programs to maintain a skilled workforce	<i>Need focus on re-training of experienced worker to ensure skills are continually upgraded and aligned with changing needs and new developments.</i>	Support Focus on training to respond to aging workforce <ul style="list-style-type: none">"re-tooling the message" to align with the new breed of worker in an advanced technological environmentneed to meet challenges of near term demand for skilled crafts people	
STRATEGIC INITIATIVES <ul style="list-style-type: none">Safety Culture DevelopmentWorker/Union InvolvementSustainabilityWorker Reliability Metal Trades Department AFL-CIO - IABSORIW - Support IBEW - Support USW - Support	Lead <ul style="list-style-type: none">Experienced / knowledgeable w/regard to strategic initiativesRecommends DOE focus on strategic mission; rebuild infrastructure to support capabilities long term; support sustainability	<i>Need to address the work culture initiatives (e.g., Fitness for Duty, BBS, HPI) that are established to enhance but may inhibit worker h&s with regard to reporting.</i>	Support Drug Free Workplace Program <ul style="list-style-type: none">requirements to be incorporated into collective bargaining agreements by end of 2008		Support <ul style="list-style-type: none">Employee involvement critical to safety culture developmentpromotes buy-infocus on worker involvement in all aspects of h&s program development and implementation			<i>Contents there is a need to be innovative in ways to work together to provide a continuing path forward to ensure worker safety</i>		Support <ul style="list-style-type: none">Recognize need for the development of a "safety culture" at DOE sites.Proponent of institutionalization efforts that are not impacted by changes in leadership.
			Lead		Support			<i>Indicated Issues</i>		